

ANNUAL PUBLIC FILE EEO REPORT

KTAZ & KHRR

Call Sign of Station(s): KTAZ & KHRR 6/1/2009-5/31/2010

1. List all full-time job vacancies filled by any station covered by this report during the past year.

Line Producer
Technical Director
Video Journalist (5)
Photographer/Live Truck Operator
Editor
General Sales Manager

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

21 total interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
GE Website	7
GE Website/Employee Referral	2
Internal	5
AZ Broadcasters Association	
Arizona State University	
Maricopa Community Colleges	
Arizona Republic	

Telemundo News 5 & 10

nbcunicareers.com

7

South Mountain Community
College

Phoenix College

DeVry University

ITT Technical Institute

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

EEO Commercials & Newspaper Ads

Run EEO commercials on our 5p.m. and 10 p.m. news throughout the year.

Run EEO ad in the Arizona Republic several times throughout the year.

Internet Recruiting – The stations post Jobs on-line at the following Websites: nbcunicareers.com, gecareers.com, TVJobs.com (where applicable), <http://www.sbe.org>, (where applicable). All on-line adds are directed back to nbcunicareers.com to apply.

Internal EEO Management Training -- All Telemundo employees are required to complete a course designed to prevent Harassment and Discrimination, training is offered on-line.

Internship Program

We have an active Internship Program for KTAZ and KHRR, Lucia Botello,(HR) and Juan Villa (News) supervise the program. Our internship program provides hands-on experience for students interested in learning the essential skills needed to work in a Television station. Most of our past internships have been in the News dept, however the internship program is available in other departments as well. Intens for the News dept. participate by helping with editing, camera, writing, among other duties assigned by the news director. They have the opportunity to work and learn from photographers, anchors, editors, news director and everyone in the department.

List of interns:

Fall 2009

Jessica Ramirez
Evelyn Ortiz

Spring 2010

Frances Grijalva
Amy Villarreal

Summer 2010

Jorge DeSantiago

Internship/Career Fairs

Internship Fair: ASU Cronkite School of Journalism Internship Fair on March 26, 2010 at the Walter Cronkite School of Journalism at Arizona State University (Downtown) in Phoenix, AZ. Lucia Botello attended the internship fair. Interested students were interviewed for possible internship opportunities with our stations.

Career Fair: 2010 Broadcasters Career Fair at Scottsdale Community College in Scottsdale AZ on April 7, 2010. Juan Villa and Lucia Botello attended the career fair. Attendees were provided information about any job openings and also internship opportunities. They were also provided with our company website where job positions are posted and updated on a constant basis.

Mentoring Program

KTAZ participates with the Arizona Latino Media Association (ALMA) and the ASU Walter Cronkite School of Journalism. Juan Villa, News Director participates mentoring students, providing hands-on experience, and guidance that will allow them to become successful media professionals. Our station's employment/internship opportunities are also promoted.

ASU Cronkite NewsWatch

Juan Villa, News Director volunteers with the ASU Walter Cronkite School of Journalism mentoring students and helping them edit their news stories and packages. This program requires volunteers to meet with students on a bi-weekly basis to assist in the production of Cronkite NewsWatch Espanol. This provides an opportunity for students to get coaching on their reporting skills from professionals already in the Television industry.

Station Tour for students

Students from Vicki Romero High School and their teacher scheduled a tour of the KTAZ station on November 2009. All students were given a tour the station and each department and we explained the importance of each function within the station. Several managers, including our General Manager, General Sales Manager & National Sales Manager mentored the students about the importance of getting a college education and participating in internship programs. We provided contact information and our website address for students to go and explore job openings and get more information about career opportunities in the Television industry.

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTAZ

Job Title: Line Producer (#1114229)

Date Job Filled: 1/25/10

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
ASU-Walter Cronkite School of Journalism	cronkite.asu.edu	Michael Wong	Mike.wong@asu.edu	No
Internal Referral		Lucia Botello	Lucia.botello@nbcuni.com	No
Devry University	www.devry.edu	Heather	Phx-csa@devry.edu	No
Arizona Broadcasters Association	www.azbroadcasters.org	Jennifer Latko	jlatko@azbroadcasters.org	No
South Mountain Community College	www.southmountaincc.edu		602-243-8176	No
Tvjobs.com	http://www.tvjobs.com/			No
KTAZ Internship Program		Juan Villa & Lucia Botello	602-648-3940 602-648-3976	No
YOH Managed Staffing	www.yohmanagedstaffing.com	Vanessa Escalante	Vanessa.escalante@nbcunicom	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTAZ

Job Title: Live Truck Operator/Photographer (#1124842)

Date Job Filled: 1/25/10

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
ASU-Walter Cronkite School of Journalism	cronkite.asu.edu	Michael Wong	Mike.wong@asu.edu	No
Internal Referral		Lucia Botello	Lucia.botello@nbcuni.com	No
Devry University	www.devry.edu	Heather	Phx-csa@devry.edu	No
Arizona Broadcasters Association	www.azbroadcasters.org	Jennifer Latko	jlatko@azbroadcasters.org	No
South Mountain Community College	www.southmountaincc.edu		602-243-8176	No
Tvjobs.com	http://www.tvjobs.com/			No
KTAZ Internship Program		Juan Villa & Lucia Botello	602-648-3940 602-648-3976	No
YOH Managed Staffing	www.yohmanagedstaffing.com	Vanessa Escalante	Vanessa.escalante@nbcunicom	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTAZ

Job Title: Technical Director (#1114184)

Date Job Filled: 1/25/10

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
ASU-Walter Cronkite School of Journalism	cronkite.asu.edu	Michael Wong	Mike.wong@asu.edu	No
Internal Referral		Lucia Botello	Lucia.botello@nbcuni.com	No
Devry University	www.devry.edu	Heather	Phx-csa@devry.edu	No
Arizona Broadcasters Association	www.azbroadcasters.org	Jennifer Latko	jlatko@azbroadcasters.org	No
South Mountain Community College	www.southmountaincc.edu		602-243-8176	No
Tvjobs.com	http://www.tvjobs.com/			No
KTAZ Internship Program		Juan Villa & Lucia Botello	602-648-3940 602-648-3976	No
YOH Managed Staffing	www.yohmanagedstaffing.com	Vanessa Escalante	Vanessa.escalante@nbcunicom	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTAZ

Job Title: Editor (#1114237)

Date Job Filled: 1/25/10

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
ASU-Walter Cronkite School of Journalism	cronkite.asu.edu	Michael Wong	Mike.wong@asu.edu	No
Internal Referral		Lucia Botello	Lucia.botello@nbcuni.com	No
Devry University	www.devry.edu	Heather	Phx-csa@devry.edu	No
Arizona Broadcasters Association	www.azbroadcasters.org	Jennifer Latko	jlatko@azbroadcasters.org	No
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KTAZ Internship Program		Juan Villa & Lucia Botello	602-648-3940 602-648-3976	No
YOH Managed Staffing	www.yohmanagedstaffing.com	Vanessa Escalante	Vanessa.escalante@nbcunicom	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTAZ

Job Title: Video Journalist (#1114240)

Date Job Filled: 1/25/10

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
ASU-Walter Cronkite School of Journalism	cronkite.asu.edu	Michael Wong	Mike.wong@asu.edu	No
Internal Referral		Lucia Botello	Lucia.botello@nbcuni.com	No
Devry University	www.devry.edu	Heather	Phx-csa@devry.edu	No
Arizona Broadcasters Association	www.azbroadcasters.org	Jennifer Latko	jlatko@azbroadcasters.org	No
South Mountain Community College	www.southmountaincc.edu		602-243-8176	No
Tvjobs.com	http://www.tvjobs.com/			No
KTAZ Internship Program		Juan Villa & Lucia Botello	602-648-3940 602-648-3976	No
YOH Managed Staffing	www.yohmanagedstaffing.com	Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTAZ

Job Title: Video Journalist (#1114240)

Date Job Filled: 1/25/10

Recruitment Source

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Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
ASU-Walter Cronkite School of Journalism	cronkite.asu.edu	Michael Wong	Mike.wong@asu.edu	No
Internal Referral		Lucia Botello	Lucia.botello@nbcuni.com	No
Devry University	www.devry.edu	Heather	Phx-csa@devry.edu	No
Arizona Broadcasters Association	www.azbroadcasters.org	Jennifer Latko	jlatko@azbroadcasters.org	No
South Mountain Community College	www.southmountaincc.edu		602-243-8176	No
Tvjobs.com	http://www.tvjobs.com/			No
KTAZ Internship Program		Juan Villa & Lucia Botello	602-648-3940 602-648-3976	No
YOH Managed Staffing	www.yohmanagedstaffing.com	Vanessa Escalante	Vanessa.escalante@nbcunicom	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTAZ

Job Title: Video Journalist (#1114240)

Date Job Filled: 2/1/10

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
ASU-Walter Cronkite School of Journalism	cronkite.asu.edu	Michael Wong	Mike.wong@asu.edu	No
Internal Referral		Lucia Botello	Lucia.botello@nbcuni.com	No
Devry University	www.devry.edu	Heather	Phx-csa@devry.edu	No
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YOH Managed Staffing	www.yohmanagedstaffing.com	Vanessa Escalante	Vanessa.escalante@nbcunicom	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTAZ

Job Title: Local Sales Manager (#1100523)

Date Job Filled: 1/19/10

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
ASU-Walter Cronkite School of Journalism	cronkite.asu.edu	Michael Wong	Mike.wong@asu.edu	No
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KHRR

Job Title: Video Journalist (#1114240)

Date Job Filled: 1/25/10

Recruitment Source

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Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
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YOH Managed Staffing	www.yohmanagedstaffing.com	Vanessa Escalante	Vanessa.escalante@nbcunicom	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KHRR

Job Title: Video Journalist (#1114240)

Date Job Filled: 2/1/10

Recruitment Source

That Referred

Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Evelyn Cruz	Evelyn.cruz@nbcuni.com	No
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